
Diversity, Equity and Inclusion Learning Center



RESOURCES ON RACE

WELCOME

Recent events have caused us to reflect, dialogue and identify more proactive ways to address racism, injustices, diversity, equity, engagement and inclusion.

To assist in these efforts, we encourage you to take advantage of the Learning Center below. While this is not a comprehensive list, we have thoughtfully vetted these resources. Thank you for your willingness to expand your knowledge, particularly about topics that may affect the children we serve. These resources will be updated periodically.

Note: National CASA/GAL recognizes that these topics can make people uncomfortable and stir up strong emotions. Learning and thinking more about race, diversity, equity and inclusion may result in changes to how you see yourself, others, or the world. Approach these changes with humility and a positive attitude, without engaging in self-blame or shame. If you find yourself developing negative thoughts, take a step back and center yourself before re-engaging with the material. See if you can find someone you trust to engage with you with questions. Recognize that others may not have the same understanding of these topics as you do, or may not wish to discuss them. Allow them that space.

National CASA/GAL would like to extend a special thank you to the Kentucky CASA Network for sharing some of the resources highlighted below.

WEBINARS & TRAININGS

Race Equity Institute. *Understand Racial Inequality: A Groundwater Approach* is an interactive presentation on the nature and impact of structural racism and what it looks like across institutions. Workshops are available in June for staff and volunteers, and will be held at the National CASA/GAL Virtual Conference, Oct. 20-21, 2020. For more information, and to register, click [here](#).

BOOKS & ARTICLES

We Can't Talk About That at Work: How to Talk about Race, Religion, Politics, and Other Polarizing Topics

As a thought leader in the field of diversity and inclusion, Mary-Frances Winters has been helping clients create inclusive environments for over three decades. In this concise and powerful book, she shows managers, HR departments, CEOs, and VPs how to lay the groundwork for having bold, inclusive conversations in the workplace. According to Winters, competence and preparation are key. [PURCHASE](#)

Why Are All the Black Kids Sitting Together in the Cafeteria?

Beverly Daniel Tatum, a renowned authority on the psychology of racism, argues that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides. These topics have only become more urgent as the national conversation about race is increasingly acrimonious.

[PURCHASE](#)

Just Mercy is an unforgettable [true story](#) about the potential for mercy to redeem us, and a clarion call to end mass incarceration in America — from one of the most inspiring lawyers of our time. This bestseller has also been made into a [movie](#) with Jamie Foxx. We were pleased to welcome the author, Bryan Stevenson, at a previous Annual Conference. You can watch a recap of his speech [here](#).

The Bluest Eye

A powerful examination of our obsession with beauty and conformity, Toni Morrison's virtuosic first novel, *The Bluest Eye*, asks powerful questions about race, class, and gender with the subtlety and grace that have always characterized her writing. [PURCHASE](#) *Note: Book includes violence.

How to Be an Antiracist

In his memoir, Ibram X. Kendi weaves together an electrifying combination of ethics, history, law, and science--including the story of his own awakening to antiracism--bringing it all together in a cogent, accessible form. He begins by helping us rethink our most deeply held, if implicit, beliefs and our most intimate personal relationships and reexamines the policies and larger social arrangements we support. *How to Be an Antiracist* promises to become an essential book for anyone who wants to go beyond an awareness of racism to the next step of contributing to the formation of a truly just and equitable society. [PURCHASE](#)

Me and White Supremacy

Me and White Supremacy: A 28-Day Challenge to Combat Racism, Change the World, and Become a Good Ancestor leads readers through a journey of understanding their white privilege and participation in white supremacy, so that they can stop (often unconsciously) inflicting damage on black, indigenous and people of color, and in turn, help other white people do better, too. The book goes beyond the original workbook by adding more historical and cultural contexts, sharing moving stories and anecdotes, and including expanded definitions, examples, and further resources. [PURCHASE](#)



Raising White Kids: Bringing Up Children in a Racially Unjust America

Raising White Kids is a book for families, educators, and communities who want to equip their children to be active and able participants in a society that is becoming one of the most racially diverse in the world while remaining full of racial tensions. [PURCHASE](#)

The Color of Law: A Forgotten History of How Our Government Segregated America

In this groundbreaking history of the modern American metropolis, Richard Rothstein, a leading authority on housing policy, explodes the myth that America's cities came to be racially divided through de facto segregation—that is, through individual prejudices, income differences, or the actions of private institutions like banks and real estate agencies, unscrupulous real estate agents, unethical mortgage lenders, and exclusionary covenants working outside the law. This is what is commonly known as “de facto segregation,” practices that were the outcome of private activity, not law or explicit public policy. Yet, as Rothstein breaks down in case after case, private activity could not have imposed segregation without explicit government policies (de jure segregation) designed to ensure the separation of African Americans from whites. [PURCHASE](#)

New York Times

[Still Separate, Still Unequal: Teaching about School Segregation and Educational Inequality](#) (ARTICLE)

Implicit Bias and Racial Disparities in Health Care by the American Bar Association (ARTICLE)

This [article](#) uncovers an implicit bias in health care and demonstrates that black people are sicker and have shorter life spans than their white complements, even when insurance status, income, age, and severity of conditions are comparable.

Unequal Treatment by the Institute of Medicine.

Racial and ethnic disparities in health care are known to reflect access to care and other issues that arise from differing socioeconomic conditions. There is, however, increasing evidence that even after such differences are accounted for, race and ethnicity remain significant predictors of the quality of health care received. In *Unequal Treatment*, a panel of experts documents this evidence and explores how persons of color experience the health care environment. The book examines how disparities in treatment may arise in health care systems and looks at aspects of the clinical encounter that may contribute to such disparities. Patients' and providers' attitudes, expectations, and behavior are analyzed. [PURCHASE OR DOWNLOAD FREE PDF](#)

BOOK GROUP

National CASA/GAL will lead a quarterly book study, open to the entire network. Interested participants will be asked to [register](#). Beginning in July and going through much of 2021, book club participants will have six weeks to read each book. Throughout the six-week period, participants will engage in dialogue about the book and will be invited to engage in live discussion. Upon completion, participants will engage in discussion with their small group. Discussions with the author will also be included throughout the year. [Learn more](#)

Ground Rules & Norms

- Make your best effort to complete the book
- Come ready to both share, listen and reflect
- Respect the opinions, experiences and views of others
- Welcome productive conversation and debate
- Enjoy yourself! — if you stop enjoying it, let the leader know

PODCASTS

1619

An [audio series](#) from The New York Times observing the 400th anniversary of the beginning of American slavery. Project creator and host Nikole Hannah-Jones was awarded the 2020 Pulitzer Prize for Commentary for the 1619 Project.

Momentum: A Race Forward

[Momentum: A Race Forward](#) podcast features movement voices, stories, and strategies for racial justice. Co-hosts Chevon and Hiba give their unique takes on race and pop culture, and uplifting narratives of hope, struggle, and joy, as we continue to build the momentum needed to advance racial justice in our policies, institutions, and culture.

Seeing White

Scene on Radio host and producer John Biewen took a deep dive into the concept of “Whiteness,” along with an array of leading scholars and regular guest Dr. Chenjerai Kumanyika, in this Peabody award winning fourteen-part documentary [series](#).

Who Belongs?

Who Belongs? was launched in fall 2018 as the Othering & Belonging Institute's official [podcast](#). The question of who belongs in our societies, whether local, national, or global, is one of the central drivers that underpin how people are othered, or how the conditions of belonging are created. This podcast addresses this foundational question to open pathways to explore a range of policies, movements, scholarship, and narratives that get us closer to the goal we seek, which is to advance a society where all belong.

Caught

[Hear](#) from children and youth about the moment they collided with law enforcement and how that changed them forever.

DOCUMENTARIES, FILMS & VIDEOS

Pushout: The Criminalization of Black Girls in Schools

Monique W. Morris chronicles the experiences of black girls across the country whose intricate lives are misunderstood, highly judged—by teachers, administrators, and the justice system—and degraded by the very institutions charged with helping them flourish. Called “compelling” and “thought-provoking” by Kirkus Reviews, Pushout exposes a world of confined potential and supports the rising movement to challenge the policies, practices, and cultural illiteracy that push countless students out of school and into unhealthy, unstable, and often unsafe futures. [WATCH](#)

Ted Talk: Let's get to the root of racial injustice

Megan Ming Francis is an award-winning author and scholar of the intersection of race, politics, and law. She is an assistant professor in the Department of Political Science at the University of Washington who specializes in the study of American politics, race, and the development of constitutional law. [WATCH](#)

Race – The Power of an Illusion

[RACE—The Power of an Illusion](#) is a three-part documentary series that asks a question so basic it's rarely raised: What is this thing called “race?” What we discovered was that many of our conventional assumptions about race—for instance, that the world's peoples can be divided biologically along racial lines—are wrong. Yet the costs of racism are very real, and can even have biological consequences. *Website includes links to resources, discussion guides and videos.*

Eyes on the Prize

Narrated by political and civil rights leader Julian Bond, the [14-hour series](#) combines historical footage and contemporary interviews with key figures of the period. Not only does this series serve as a comprehensive resource in this extensive history, it acts to preserve their testimonials for future generations.

13th

Filmmaker Ava DuVernay explores the history of racial inequality in the United States, focusing on the fact that the nation's prisons are disproportionately filled with African Americans. [WATCH](#)

I am Not your Negro.

To compose his stunning documentary film I Am Not Your Negro, acclaimed filmmaker Raoul Peck mined James Baldwin's published and unpublished work, selecting passages from his books, essays, letters, notes, and interviews that are every bit as incisive and pertinent now as they have ever been. Weaving these texts together, Peck brilliantly imagines the book that Baldwin never wrote. In his final years, Baldwin had envisioned a book about his three assassinated friends, Medgar Evers, Malcolm X, and Martin Luther King. His deeply personal notes for the project have never been published before. Peck's film uses them to jump through time, juxtaposing Baldwin's private words with his public statements, in a blazing examination of the tragic history of race in America. [WATCH](#)

ORGANIZATIONS & RESEARCH

National Museum of African American History “Talking about Race” Web Portal
NMAAH’s [portal](#) helps people explore issues of race, racism and racial identity.

Showing Up for Racial Justice (SURJ)

[SURJ](#) is a national network of groups and individuals working to undermine white supremacy and to work toward racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability.

Harvard University Project Implicit

[Project Implicit](#) is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition – thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet. The website features several Implicit Association Tests, which measure the strength of associations between concepts (e.g., black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy).

Kirwan Institute for the Study of Race and Ethnicity

[The Kirwan Institute for the Study of Race and Ethnicity](#) is an interdisciplinary engaged research institute at Ohio State University, established in May 2003. The Kirwan Institute works to create a just and inclusive society where all people and communities have the opportunity to succeed. This mission is achieved through educating the public, building the capacity of allied social justice organizations, and investing in efforts that support equity and inclusion.

Racial Equity Tools

[Racial Equity Tools](#) is designed to support individuals and groups working to achieve racial equity. The site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large. The Racial Equity Library on the site contains more than 2,000 tools.

The Devaluation of Assets in Black Neighborhoods (Report)

A look at devaluation of housing in predominantly black neighborhoods. ([PDF](#))

CHILDREN'S RESOURCES

American Psychological Association,
[Talking to Your Kids about Discrimination](#) (ARTICLE)

Coming Together: Standing Up to Racism
CNN and Sesame Street join for a Town Hall to help kids and families discuss racism and the protests taking place nationwide, build empathy and embrace diversity. The hour-long special, [Coming Together: Standing Up to Racism](#), is hosted by CNN commentator Van Jones and CNN anchor Erica Hill, along with Sesame Street's Big Bird. (TELEVISION)

PBS
[Teaching Your Kids about Black History Month](#) (ARTICLE)

A Kids Book about Racism
A clear explanation of what racism is and how to know when you see it. For Ages 5+. [PURCHASE](#) (BOOK)

Something Happened in Our Town: A Child's Story about Racial Injustice
This book follows two families — one white, one black — as they discuss a police shooting of a black man in their community. The story aims to answer children's questions about such traumatic events, and to help children identify and counter racial injustice in their own lives. Includes an extensive Note to Parents and Caregivers with guidelines for discussing race and racism with children, child-friendly definitions, and sample dialogues.
[PURCHASE](#) (BOOK)

The Brown Bookshelf
A [list](#) of anti-racist resources for children, families, and educators (WEBSITE)

BEST PRACTICES FROM THE NETWORK

Child Advocates, Indianapolis
Some local programs are already walking the walk when it comes to issues of race. [Child Advocates in Indianapolis, IN](#) was profiled on Wish TV for offering "Interrupting Racism for Children" workshops. In this clip, Jill English, the Director of Interrupting Racism for Children at Child Advocates shared tips and insights for addressing Racism. You can watch the video [here](#).

We would like to hear how you are addressing issues of racial disparity, so that we can share best practices across the network. Please send your stories to: DEI@nationalcasagal.org.